

# **The effect of religious scruples on job performance**

A field study from the point of view of workers in the institutions  
of Al-Mabarrat Charitable Association

## **Publisher**

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## تأثير الوازع الديني على الأداء الوظيفي

### دراسة ميدانية من وجهة نظر العاملين في مؤسسات جمعية المبرات الخيرية

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#### ملخص البحث

تمحور عنوان الدراسة حول تأثير الوازع الديني على الأداء الوظيفي من خلال دراسة تجريبية أجريت على العاملين في مؤسسات جمعية المبرات الخيرية – لبنان (التعليمية والرعاية). وهدفت الدراسة الى وضع إطار نظري يشخص مكونات وخصائص الوازع الديني في مؤسسات جمعية المبرات الخيرية وما يتصل به من قدرات تعزز المواقع الوظيفية في تحقيق الأداء الوظيفي، والتعرف على عناصر خصائص الأداء الوظيفي في مؤسسات الجمعية. تكون مجتمع الدراسة من العاملين في مؤسسات الجمعية التعليمية والرعاية حيث تم اختيار عينة عشوائية مكونة من (131) موظفاً، وأعتمد الباحث على المنهج الوصفي التحليلي، وعلى الاستبيان كأداة للدراسة، وقد تم اختيار فرضيات الدراسة باستخدام مجموعة من الاساليب الاحصائية. توصلت الدراسة الى مجموعة من الاستنتاجات أهمها ان مؤسسات جمعية المبرات الخيرية تمتلك وازع ديني قيم وان موظفي الجمعية يعتبرون أن الإيمان مصدر الهام وتحفيز لتحقيق الأهداف المهنية هذا بالإضافة الى اعتبار الموظفين أن الاخلاق والقيم تلعب دوراً مهماً في تحديد مسار النجاح لجمعية المبرات الخيرية، وان التحفيز للعطاء يساهم في تطوير المهارات والقدرات الشخصية في العمل. وقد أوصت الدراسة بجملة من التوصيات والمقترحات والتي يأمل الباحث أن يتم الاستفادة منها في مؤسسات جمعية المبرات الخيرية وسائر الجمعيات الاهلية.

#### كلمات مفتاحية:

الوازع الديني، الأداء الوظيفي، جمعية المبرات الخيرية – لبنان

**The effect of religious scruples on job performance**  
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Prof. Dr. Abdel Allah Rizk Hassan Hamad Sorour

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**Abstract**

The title of the study revolved around the impact of religious motivation on job performance through an experimental study conducted on employees in the charitable institutions of Al-Mabarrat Association - Lebanon (educational and welfare). The study aimed to develop a theoretical framework that identifies the components and characteristics of religious motivation in the charitable institutions of Al-Mabarrat Association and its associated capabilities that enhance job positions in achieving job performance. It also aimed to identify the elements of job performance characteristics in the association's institutions.

The study community consisted of employees in the educational and welfare institutions of the association, where a random sample of (131) employees was selected. The researcher relied on the descriptive-analytical approach and used a questionnaire as a research tool. The study hypotheses were selected using a set of statistical methods.

The study concluded several findings, including that the charitable institutions of Al-Mabarrat Association possess strong religious motivation and that the association's employees consider faith as a source of inspiration and motivation to achieve professional goals. Additionally, employees believe that ethics and values play an important role in determining the path to success for charitable institutions. Moreover, motivation for giving contributes to the development of skills and personal abilities at work. The study recommended a set of recommendations and proposals, which the researcher hopes will be utilized in the charitable institutions of Al-Mabarrat Association and other non-profit organizations.

**Key words:** religious motivation, job performance, Al-Mabarrat Association – Lebanon

## Study Introduction

Although religion plays an important role in influencing the behaviors of individuals in different societies, whether this influence is on the relationship between the individual and his creator, between the individual and other individuals, or between the individual and his work, which in turn positively or negatively affects society, there are a number of researchers whose studies have shown that "economic growth responds positively to religious beliefs" (Barra and McCleary, 2003), "and that there is complementarity between religion and work, as shown by a study ( Lynn, Naughton and Vandwe VEEN 2011) A large number of economists still do not believe that there is a relationship between religion and the economy, neither at the level of individuals nor at the level of countries, and this is what the study (Durlauf et al, 2012 ) showed "that there is no evidence that the degree of religiosity is quantitatively important for growth" and we read in the Holy Qur'an verses that confirm this relationship, namely linking religion to livelihood, by saying Allah Almighty, " Whoever fears Allah –He will make for him a way out \* and will provide for him from where he does not expect . And whoever relies upon Allah- then He is sufficient for him. Indeed, Allah will accomplish his purpose Allah has already set for everything a decreed extent “(surah AT-Talaq) and in another surah he says, "And said, ask forgiveness of your Lord. Indeed, He is ever a perpetual forgiver \* He will send rain from the sky upon you in continuing showers. \* And give increase in wealth and children and provide for you gardens and provide for you rivers ."( Noah ) Piety Allah Almighty and seeking forgiveness brings livelihood and money, and on the contrary, there is disbelief and sins that obscure livelihood and money, where the Almighty says, " And Allah puts forward the example of a township that dwelt secure and well-content :its provision coming to it in abundance from every place , but it denied the favours of Allah. SO, Allah made it taste extreme of hunger and fear because of that which they used to do." (An-Nahl)

### First: The problem of research and its questions

The problem of the study descends by posing the following main problem: What is the effect of religious scruples on the job performance of workers in the institutions of Al-Mabarrat Charitable Association? The following sub-questions arise from this problem:

- 1- Is there a statistically significant relationship between faith, beliefs and job performance achievement among employees of Al-Mabarrat Charitable Association?
- 2- Is there a statistically significant relationship between motivation for goodness and giving and achieving job performance among employees of Al-Mabarrat Charitable Association?
- 3- Is there a statistically significant relationship between ethics, values and job performance achievement among employees of Al-Mabarrat Charitable Association?

### **Second: Objectives of the study**

The study sought to show the role of religious scruples in achieving job performance among workers in the institutions of Al-Mabarrat Charitable Association - Lebanon through the following objectives:

- 1- Understand the relationship between religious enhancement and job performance.
- 2- Identify key elements of religious scruples: identify factors that play an important role in enhancing religious scruples and thus job performance
- 3- Analysis of the impact on economic performance: a study of how religious scruples can play a role in improving the economic performance of Al-Mabarrat Charitable Association
- 4- Derive recommendations that help guide policies and strategies that enhance religious scruples and job performance
- 5- Provide a framework for comparison between Al-Mabarrat Charitable Association with other associations to understand how performance can be improved through religious scruples.

### **Theoretical framework**

#### **First: The concept of religious scruples:**

Religious scruples is that state in which religion aims to create and find in the soul of a person and that urges the individual to commit to values and act in accordance with the religious teachings and principles in which he believes. Religious scruples are based on faith and belief, and include a commitment to religious ethics and values in determining one's behaviors and making decisions. Religious scruples are a source of moral and

spiritual guidance for a person, and influence the formation of his behavior and thinking in accordance with the principles of the religion to which he is professed.

### **Second: Characteristics of religious scruples**

As reported, religious scruples are the internal force that pushes a person to follow religious values and beliefs and is characterized by the following characteristics:

- **Credibility:** Religious scruples have the strength of faith and trust in religious values and their commitment.
- **Responsibility:** Religious scruples encourage responsibility towards the Creator and society.
- **Commitment to ethics:** pushes the individual to work in what he considers good in accordance with religious teachings.
- **Humility and acceptance:** motivates the individual to humble and accept the other opinion.
- **Influence on behavior:** Religious scruples affect an individual's behavior and decisions in his daily life and relationship with others.
- **Feeling safe and psychologically comfortable:** where the individual depends on faith in the ability of the Allah to guide and protect him in all circumstances.

### **Third: Components of religious scruples**

- **Faith in God:** Faith includes the unification of Allah and belief in His heavenly attributes.
- **Worship:** includes prayer, fasting.... And other recommended rituals and worship.
- **Ethics:** includes honesty, justice, compassion, patience, generosity, and other ethical values
- **Hope and trust in Allah:** relying on Allah and believing in help and care.
- **Safety and goodness:** Practicing good deeds, helping others, and promoting justice and love in society.

**Fourth: The concept of job performance**

Job performance refers to the efficiency and effectiveness of an individual in performing his tasks and responsibilities in the work environment. This includes achieving set goals, developing the necessary skills, and achieving the desired results effectively and in a timely manner.

**Fifth: Elements of job performance**

- Setting goals: Setting specific and realistic career goals that each employee must strive to achieve within the specified time limits.
- Performance Appraisal: Conduct periodic evaluation of employees' performance to determine the extent to which they have achieved goals and provide feedback to improve performance in the future.
- Skills Development: Provide opportunities to develop employees' skills through training, enhance their capabilities and increase their efficiency in performing their tasks.
- Motivating and engaging employees: Providing a work environment that encourages creativity and enhances the sense of belonging, responsibility and job satisfaction.
- Negative performance management: by identifying its causes, providing support and guidance to improve performance and take the necessary actions.

**Sixth: Characteristics of job performance**

- Efficiency: The ability to complete tasks accurately and effectively while maintaining a high level of quality.
- Achieving Goals: The ability to successfully and in a timely manner achieve the set goals.
- Initiative: The ability to take the necessary steps with initiative and dedication without the need for continuous supervision.
- Learning and Development: The ability to continuously learn and develop skills and knowledge to improve performance.
- Collaboration: Ability to work effectively within a team, and to exchange knowledge and experiences.
- Creativity: The ability to search for new solutions and find innovative ways to carry out tasks.

- Responsibility: Commitment to responsibility, bearing results and acting responsibly in the implementation of tasks
- Flexibility: Ability to adapt to changes and challenges in the work environment.
- Communication: The ability to communicate effectively with colleagues, customers and external parties to exchange information and achieve goals better.
- Reliability: The ability to rely on it to execute tasks on time and consistent quality.

## Applied study

### First: Study Methodology

The descriptive analytical approach was relied on to achieve the objectives of the study, as this approach combines description and analysis, and describes the phenomena as they are reality, then analyzes them and searches for relationships between them.

### Second: Study population and sample

Based on the objective of the study, a random sample of 131 employees was taken between academic and administrative in the institutions of Al-Mabarrat Charitable Association.

### Third: The validity and stability of the questionnaire

*table 1: Cronbach alpha coefficient test*

Number of paragraphs	Cronbach's alpha coefficient	Questionnaire Paragraphs
15	0.793	Faith and Beliefs
5	0.817	Motivation for good and giving
5	0.905	Ethics and values
13	0.902	Achieving job performance

*Source: SPSS Statistical Program Outputs*

Table 1 shows the value of the Cronbach alpha coefficient, with a ratio of 0.793 for the paragraphs of faith and doctrine, 0.817 for motivation for



good and giving, 0.905 for ethics and values, and 0.902 for job achievement paragraphs. These ratios are high enough to show a rise in internal consistency. Therefore, the results of the study can be relied upon.

## Faith and Beliefs

table 2 Faith and Beliefs

Order	Non-directional	Standard deviation	Arithmetic mean	Strongly agree	I agree	I don't know.	Disagree	Strongly disagree	Paragraph	figure
Thirteenth	Strongly agree	0.517	4.67	<b>I consider faith an essential part of my personal identity.</b>						1
				91	40	-	1	-	Iteration	
				68.9%	30.3%	-	0.8%	-	lineage	
Ninth	Strongly agree	0.545	4.52	<b>I consider faith a source of inspiration and motivation to achieve professional goals</b>						2
				71	58	3	-	-	Iteration	
				53.8%	43.9%	2.3%	-	-	lineage	
Eighth	Strongly agree	0.599	4.51	<b>I think having religious values shared by colleagues at work positively affects interactions and working teams.</b>						3
				72	57	1	2	-	Iteration	
				54.5%	43.2%	0.8%	1.5%	-	lineage	
Seventh	Strongly agree	0.715	4.48	<b>I feel that faith plays a role in endurance of challenges, professionalism and pressures</b>						4
				74	52	2	3	1	Iteration	
				56.1%	39.4%	1.5%	2.3%	0.8%	lineage	
The second	I agree	0.869	4.09	<b>I believe that adherence to religious rituals positively affects effectiveness at work.</b>						5
				42	73	5	11	1	Iteration	
				31.8%	55.3%	3.8%	8.3%	0.8%	lineage	
The first	I agree	0.833	4.01	<b>I believe that religious beliefs influence strategic decisions.</b>						6
				33	79	9	10	1	Iteration	
				25%	59.8%	6.8%	7.6%	0.8%	lineage	
Fourth	I agree	0.709	4.3	<b>Affects my decisions at work</b>						30
				55	66	7	4	-	Iteration	
				41.7%	50%	5.3%	3%	-	lineage	
Fifth	Strongly agree	0.584	4.45	<b>I consider my faith a source of comfort in my workplace</b>						31
				64	64	3	1	-	Iteration	
				48.5%	48.5%	2.3%	0.8%	-	lineage	
Twelfth	Strongly agree	0.502	4.62	<b>My faith in God makes me do the best work</b>						32
				83	48	1	-	-	Iteration	

				62.9%	36.4%	0.8%	-	-	lineage	
Third	I agree	0.755	4.22	<b>Enhances my performance of the practice of worship imposed in the workplace</b>						33
				49	69	8	6	-	Iteration	
				37.1%	52.3%	6.1%	4.5%	-	lineage	
Sixth	I agree	0.558	4.46	<b>I consider my faith a reason for my activity at work</b>						34
				64	66	1	1	-	Iteration	
				48.5%	50%	0.8%	0.8%	-	lineage	
Fourteenth	Strongly agree	0.43	4.76	<b>I am sure that Allah will help me in my work</b>						35
				100	32	-	-	-	Iteration	
				75.8%	24.2%	-	-	-	lineage	
Tenth	Strongly agree	0.525	4.58	<b>I consider my faith my inspiration at work</b>						36
				79	51	2	-	-	Iteration	
				59.8%	38.6%	1.5%	-	-	lineage	
Eleventh	Strongly agree	0.522	4.6	<b>My faith is an essential part of my personality.</b>						37
				81	49	2	-	-	Iteration	
				61.4%	37.1%	1.5%	-	-	lineage	
Fifteenth	Strongly agree	0.421	4.77	<b>My relationship with Allah is very important to me</b>						38
				102	30	-	-	-	Iteration	
				77.3%	22.7%	-	-	-	lineage	
Strongly agree		0.314	4.47	<b>Average Faith and Dogmas</b>						

Source: SPSS Statistical Program Outputs

The general average of faith and beliefs was calculated and the result appears in Table 2, which is equivalent to (4.47) (4.5), which means that the average perception of the study sample towards "faith and beliefs" tended towards "strongly agree", with a standard deviation of (0.314), which indicates that there is no significant dispersion in the sample answers.

**Paragraph 1:** (I consider faith an essential part of my personal identity) The general trend in this paragraph was "strongly agree" which was ranked thirteenth. 68.9% of respondents chose "strongly agree", while 30.3% chose "agree", 0.8% "disagree", while no one chose "agnostic" and "strongly disagree".

**Paragraph 2:** (I consider faith a source of inspiration and motivation to achieve professional goals) The general trend in this paragraph was "strongly agree" which was ranked ninth. 53.8% of respondents chose

"strongly agree", while 43.9% chose "agree", 2.3% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 3:** (I think the existence of religious values shared by colleagues at work positively affects interactions and working teams) The general trend in this paragraph was "strongly agree" which was ranked eighth. 54.5% of respondents chose "strongly agree", while 43.2% chose "agree", 0.8% "agnostic", 1.5% "disagree", while no one chose "strongly disagree".

**Paragraph 4:** (I feel that faith plays a role in carrying challenges, professionalism and pressures) The general trend in this paragraph was "strongly agree" which was ranked seventh. 56.1% of respondents chose "Strongly Agree", while 39.4% chose "Agree", 1.5% "Agnostic", 2.3% "Disagree", and 0.8% "Strongly Disagree".

**Paragraph 5:** (I believe that adherence to religious rituals positively affects effectiveness at work) The general trend in this paragraph was "OK", which was ranked second. 55.3% of respondents chose "Agree", while 31.8% chose "Strongly Agree", 3.8% "I don't know", 8.3% "Disagree", and 0.8% "Strongly Disagree".

**Paragraph 6:** (I believe that religious beliefs influence strategic decisions) The general trend in this paragraph was "OK" which was ranked first. 59.8% of respondents chose "Agree", while 25% chose "Strongly Agree", 6.8% "Agnostic", 7.6% "Disagree", and 0.8% "Strongly Disagree".

**Paragraph 30:** (affects my decisions at work) The general trend in this paragraph was "OK", which was ranked fourth. 50% of respondents chose "Agree", while 41.7% chose "Strongly Agree", 5.3% "I don't know", 3% "Disagree", while no one chose "Strongly Disagree".

**Paragraph 31:** (I consider my faith a source of comfort in my workplace) The general trend in this paragraph was "strongly agree" which was ranked fifth. 48.5% of respondents chose "agree" and "strongly agree", 2.3% "agnostic", 0.8% "disagree", while no one chose "strongly disagree".

**Paragraph number 32:** (My faith in God makes me do the best work) The general trend in this paragraph was "strongly agree" which was ranked eighth. 62.9% of respondents chose "strongly agree", while 36.4% chose "agree", 0.8% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 33:** (Enhances my performance of the practice of worship imposed in the workplace) The general trend in this paragraph was "OK", which was ranked third. 52.3% of respondents chose "Agree", while 37.1% chose "Strongly Agree", 6.1% "I don't know", 4.5% "Disagree", while no one chose "Strongly Disagree".

**Paragraph 34:** (I consider my faith as a reason for my activity at work) The general trend in this paragraph was "OK", which was ranked sixth. 50% of respondents chose "Agree", while 48.5% chose "Strongly Agree", 0.8% "Agnostic" and "Disagree", while no one chose "Strongly Disagree".

**Paragraph 35:** (I am sure that Allah helps me in my work) The general trend in this paragraph was "strongly agree" which was ranked fourteenth. 75.8% of respondents chose "strongly agree", while 24.2% chose "agree", while no one chose "agnostic", "disagree", and "strongly disagree".

**Paragraph 36:** (I consider my faith my inspiration in action) The general trend in this paragraph was "strongly agree" which was ranked tenth. 59.8% of respondents chose "strongly agree", while 38.6% chose "agree", 1.5% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 37:** (My faith is an essential part of my personality) The general thrust in this paragraph was "strongly agree" which was eleventh order. 61.4% of respondents chose "strongly agree", while 37.1% chose "agree", 1.5% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 38:** (My relationship with Allah is very important to me) The general trend in this paragraph was "strongly agree" which was ranked fifteenth. 77.3% of respondents chose "strongly agree", while 22.7% chose "agree", while no one chose "agnostic", disagree" and "strongly disagree".

## Motivation for good and giving

table 3 Motivation for good and giving

Order	Non-directional	Standard deviation	Arithmetic mean	Strongly agree	I agree	I don't know.	Disagree	Strongly disagree	Paragraph	
Fourth	Strongly agree	0.512	4.57	I consider that I have a strong motivation to do good and giving work in my field of work						7
				76	55	1	-	-	Iteration	
				57.6%	41.7%	0.8%	-	-	lineage	
Fifth	Strongly agree	0.5	4.63	I believe that working in a stimulating environment for giving contributes to promoting positive interactions with colleagues.						8
				84	47	1	-	-	Iteration	
				63.6%	35.6%	0.8%	-	-	lineage	
Third	Strongly agree	0.682	4.48	I consider motivation to give contributes to the development of my skills and personal abilities at work						9
				72	55	2	2	1	Iteration	
				54.5%	41.7%	1.5%	1.5%	0.8%	lineage	
The first	I agree	0.558	4.37	I believe that participating in social and charitable activities has a role in building effective work teams.						10
				54	73	5	-	-	Iteration	
				40.9%	55.3%	3.8%	-	-	lineage	
The second	I agree	0.593	4.42	I believe that a sense of social responsibility affects making better decisions in the context of work.						11
				59	71	1	-	1	Iteration	
				44.7%	53.8%	0.8%	-	0.8%	lineage	
Strongly agree		0.435	4.49	Average motivation for good and giving						

Source: SPSS Statistical Program Outputs

The overall average of motivation and giving was calculated and the result is shown in Table 3, which is equivalent to (4.49) Which is approximately (4.5), which means that the average perception of the study sample members towards "motivation for good and giving" tended towards "strongly agree", with a standard deviation (0.435) which indicates that there is no significant dispersion in sample answers.

**Paragraph No. 7:** (I consider that I have a strong motivation to do good and giving work in my field) The general trend in this paragraph was "strongly agree" which was ranked fourth. where he chose 57.6% of respondents "strongly agree", while 41.7% chose "agree", 0.8% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 8:** (I believe that working in a stimulating environment contributes to promoting positive interactions with colleagues) The general trend in this paragraph was "strongly agree" which was ranked fifth. where he chose 63.6% of respondents "strongly agree", while 35.6% chose "agree", 0.8% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 9:** (I consider motivation to give contributes to the development of my personal skills and abilities at work) The general trend in this paragraph was "strongly agree" which was ranked third. where he chose 54.5% of respondents "strongly agree", while 41.7% of them chose "Agree", 1.5% "I don't know", 1.5% "Disagree", and 0.8% "Strongly Disagree".

**Paragraph 10:** (I believe that participation in social and charitable activities has a role in building effective work teams) The general trend in this paragraph was "OK" which was ranked first. where he chose 55.3% of respondents "agree", while 40.9% chose "strongly agree", 3.8% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 11:** (I believe that the sense of social responsibility affects making better decisions in the context of work) The general trend in this paragraph was "OK" which was ranked second. where he chose 53.8% of respondents "agree", while 44.7% chose "Strongly Agree", 0.8% "Agnostic", 0.8% "Strongly Disagree", while none chose "Disagree".

## Ethics and values

table 4 Ethics and values

Source: SPSS Statistical Program Outputs

Order	Non-directional	Standard deviation	Arithmetic mean	Strongly agree	I agree	I don't know.	Disagree	Strongly disagree	Paragraph	
Fifth	Strongly agree	0.636	4.5	<b>I think ethics and values are an essential part of the identity of Al-Mabarrat Charitable Association</b>						12
				74	52	4	2	-	Iteration	
				56.1%	39.4%	3%	1.5%	-	lineage	
Third	Strongly agree	0.64	4.4	<b>I consider that morals and values played a role in determining the path of success for Al-Mabarrat Charitable Association</b>						13
				63	60	8	1	-	Iteration	
				47.7%	45.5%	6.1%	0.8%	-	lineage	
The first	I agree	0.641	4.3	<b>I believe that having an ethical code at Al-Mabarrat Charitable Association enhances organizational effectiveness.</b>						14
				49	77	4	1	1	Iteration	
				37.1%	58.3%	3%	0.8%	0.8%	lineage	
The second	I agree	0.586	4.33	<b>I believe that respecting ethics at Al-Mabarrat Charitable Association is a source of motivation to achieve its professional goals.</b>						15
				50	76	5	1	-	Iteration	
				37.9%	57.6%	3.8%	0.8%	-	lineage	
Fourth	Strongly agree	0.597	4.45	<b>I believe that commitment to ethics at Al-Mabarrat Charitable Association contributes to enhancing the reputation of the association and its attractiveness to employees.</b>						16
				65	64	1	2	-	Iteration	
				49.2%	48.5%	0.8%	1.5%	-	lineage	
I agree		0.534	4.41	<b>Average Morals and Values</b>						

The overall average of ethics and values has been calculated and the result is shown in Table 4, which is equivalent to (4.41) This means that the average perception of the study sample towards "ethics and values" tended towards "OK", with a standard deviation (0.534) which indicates that there is no significant dispersion in sample answers.

**Paragraph 12:** (I think ethics and values are an essential part of the identity of Al-Mabarrat Charitable Association) The general trend in this paragraph was "strongly agree" which was ranked fifth. Where he chose 56.1% of respondents "strongly agree", while 39.4% chose "agree", 3% "I don't know", 1.5% "disagree", while no one chose "strongly disagree".

**Paragraph 13:** (I consider that ethics and values played a role in determining the course of success for Al-Mabarrat Charitable Association) The general trend in this paragraph was "strongly agree" which was ranked third. where he chose 47.7% of respondents "strongly agree", while 45.5% of them chose "OK", 6.1% "agnostic", 0.8% "disagree", while no one chose "strongly disagree".

**Paragraph 14:** (I believe that having an ethical code at Al-Mabarrat Charitable Association enhances organizational effectiveness) The general trend in this paragraph was "OK" which was ranked first. where he chose 58.3% of respondents "agree", while 37.1% chose "Strongly Agree", 3% "Agnostic", 0.8% "Disagree" and "Strongly Disagree".

**Paragraph 15:** (I believe that respecting for ethics at Al-Mabarrat Charitable Association is a source of motivation to achieve its professional goals) The general trend in this paragraph was "OK" which was ranked second. Where he chose 57.6% of respondents "agree", while 37.9% chose "Strongly Agree", 3.8% "I don't know", 0.8% "disagree" while no one chose "strongly disagree".

**Paragraph 16:** (I believe that the commitment to ethics at Al-Mabarrat Charitable Association contributes to enhancing the reputation of the association and its attractiveness to employees) The general trend in this paragraph was "strongly agree" which was ranked fourth. where he chose 49.2% of respondents "strongly agree", while 48.5% of them chose "OK", 0.8% "I don't know", 1.5% "disagree" while no one chose "strongly disagree".



**Achieving job performance***table 5 Achieving job performance*

Order	Non-directional	Standard deviation	Arithmetic mean	Strongly agree	I agree	I don't know	Disagree	Strongly disagree	Strongly disagree		
Sixth	I agree	0.664	4.23	The employee of Al-Mabarrat Association works efficiently without wasting resources						Iteration	17
				46	73	11	2	-			
				34.8%	55.3%	8.3%	1.5%	-	lineage		
Ninth	I agree	0.559	4.33	Effectively adheres to practical standards						Iteration	18
				49	77	6	-	-			
				37.1%	58.3%	4.5%	-	-	lineage		
Tenth	I agree	0.522	4.34	Takes responsibility for my business						Iteration	19
				48	81	3	-	-			
				36.4%	61.4%	2.3%	-	-	lineage		
Eighth	I agree	0.606	4.27	Accepts change and adapts to new circumstances						Iteration	20
				45	80	5	2	-			
				34.1%	60.6%	3.8%	1.5%	-	lineage		
The second	I agree	0.692	4.13	Expresses his opinion and suggestions						Iteration	21
				35	84	9	3	1			
				26.5%	63.6%	6.8%	2.3%	0.8%	lineage		
Tenth	I agree	0.536	4.34	Works on self-development						Iteration	22
				49	79	4	-	-			
				37.1%	59.8%	3%	-	-	lineage		
Fifth	I agree	0.622	4.22	Has good communication with his colleagues						Iteration	23
				41	81	8	2	-			
				31.1%	61.4%	6.1%	1.5%	-	lineage		
Seventh	I agree	0.526	4.24	Actively participates in business meetings						Iteration	24
				37	91	3	1	-			
				28%	68.9%	2.3%	0.8%	-	lineage		
Eighth	I agree	0.578	4.27	Shares experience and knowledge with colleagues						Iteration	25
				42	85	3	2	-			
				31.8%	64.4%	2.3%	1.5%	-	lineage		
Eighth	I agree	0.511	4.27	Performs its function accurately and with minimal errors						Iteration	26
				40	88	4	-	-			
				30.3%	66.7%	3%	-	-	lineage		
Fourth	I agree	0.602	4.2	Responds and adheres to deadlines to complete the work						Iteration	27
				37	88	4	3	-			
				28%	66.7%	3%	2.3%	-	lineage		
Third	I agree	0.619	4.14	Appreciates the work done by colleagues at work						Iteration	28
				32	91	5	4	-			
				24.2%	68.9%	3.8%	3%	-	lineage		
The first	I agree	0.897	3.89	Has a passion and motivation to do his job						Iteration	29
				30	71	19	10	2			
				22.7%	53.8%	14.4%	7.6%	1.5%	lineage		
I agree		0.419	4.22	<b>Average job achievement</b>							

Source: SPSS Statistical Program Outputs

The overall average of achieving job performance was calculated and the result shown in Table 5, which is equivalent to (4.22) This means that the average perception of the study sample of the direction of "job achievement" tended towards "OK", with a standard deviation (0.419) which indicates that there is no significant dispersion in sample answers.

**Paragraph No. 17:** (The employee of the Al-Mabarrat Association works efficiently without wasting resources) The general trend in this paragraph was "OK", which was ranked sixth. where he chose 55.3% of respondents "agree", while 34.8% chose "Strongly Agree", 8.3% "I don't know", 1.5% "disagree", while no one chose "strongly disagree".

**Paragraph 18:** (Effectively adheres to practical standards) The general trend in this paragraph was "OK" which was ranked ninth. Where he chose 58.3% of respondents "agree", while 37.1% of respondents chose "strongly agree", 2.3% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 19:** (Takes responsibility for my actions) The general trend in this paragraph was "Strongly agree" which was ranked tenth. where he chose 61.4% of respondents "agree", while 36.4% chose "strongly agree", 2.3% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 20:** (accepts change and adapts to new circumstances) The general trend in this paragraph was "OK" which was ranked eighth. where he chose 60.6% of respondents "agree", while 34.1% chose "strongly agree", 3.8% "agnostic", 1.5% "disagree", while no one chose "strongly disagree".

**Paragraph 21:** (expresses his opinion and suggestions) The general trend in this paragraph was "OK" which was ranked second. Where he chose 63.6% of respondents "agree", while 26.5% said "Strongly agree", 6.8% "Agnostic", 2.3% "Disagree", and 0.8% "Strongly Disagree".

**Paragraph No. 22:** (works on self – development ) The general trend in this paragraph was "OK", which was ranked tenth. where he chose 59.8% of respondents "agree", while 37.1% chose "strongly agree", 3% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph number 23:** (Has good communication with colleagues) The general trend in this paragraph was "OK" which was ranked fifth. where he chose 61.4% of respondents "agree", while 31.1% chose "strongly agree",

6.1% "agnostic", 1.5% "disagree", while none chose "strongly disagree".

**Paragraph 24:** (actively participates in business meetings) The general trend in this paragraph was "OK", which was ranked seventh. where he chose 68.9% of respondents "agree", while 28% chose "strongly agree", 2.3% "agnostic", 0.8% "disagree", while no one chose "strongly disagree".

**Paragraph 25:** (shares experience and knowledge with colleagues) The general trend in this paragraph was "OK", which was ranked first. 59.1% of respondents chose "OK", while 35.2% chose "Strongly Agree", 4.9% "Agnostic", 0.8% "Disagree", while no one chose "Strongly Disagree".

**Paragraph number 26:** (performs its function accurately and with minimal errors) The general thrust in this paragraph was "OK" which was ranked eighth. where he chose 66.7% of respondents "agree", while 30.3% chose "strongly agree", 3% "agnostic", while no one chose "disagree" and "strongly disagree".

**Paragraph 27:** (Responds and adheres to deadlines to complete the work) The general trend in this paragraph was "OK", which was ranked fourth. where he chose 66.7% of respondents "agree", while 28% chose "strongly agree", 3% "agnostic", 2.3% "disagree", while no one chose "strongly disagree".

**Paragraph number 28:** (Appreciates the work done by colleagues at work) The general trend in this paragraph was "OK" which was ranked third. where he chose 68.9% of respondents "agree", while 24.2% chose "strongly agree", 3.8% "agnostic", 3% "disagree", while no one chose "strongly disagree".

**Paragraph 29:** (Has a passion and motivation to do his job) The general trend in this paragraph was "OK", which was ranked first. 53.8% of respondents chose "OK", while 22.7% said "Strongly agree," 14.4% "Agnostic," 7.6% "Disagree," and 1.5% "Strongly Disagree."

## Hypothesis testing

1. The first hypothesis: There is no statistically significant relationship between religious scruples and job performance achievement among employees of Al-Mabarrat Charitable Association.

table 6 The results of the analysis of the relationship between religious scruples and job performance

Model Summary					
Estimation error		R2 modification	Coefficient of determination R2	Correlation coefficient R	
0.39		0.5	0.53	0.73	
Analysis of variance					
Significance level	F value	medium	Degree of freedom	sum	prototype
0.00	12.77	1.76	3	5.29	Regression
		0.14	128	17.67	Error
			131	22.96	Total
Transactions					
Sig significance level	t-value	Transactions	Non-standard coefficients		prototype
		Beta	Standard deviation	B	
0.00	3.45		0.53	1.83	(Hard)
0.00	6.18	0.49	0.12	0.66	Faith and Beliefs
0.02	-0.75	-0.06	0.09	-0.06	Motivation for good and giving
0.01	-0.83	-0.07	0.07	-0.06	Ethics and values

Source: SPSS Statistical Program Outputs

The table shows that the correlation coefficient (0.73) is a relatively high positive correlation coefficient. This means that there is a strong positive relationship between the variables.

It was found that the coefficient of determination (0.53) That is, 53% of the variance between the dependent variable (functional performance) can be explained by independent variables (faith and beliefs, motivation for good and giving, ethics and values). This means that there are other factors that affect the dependent variable, in addition to the independent variables.

The F value was 12.77 with a significance level of 0.00 (level less than 0.05), which means that there is a significant impact of the variables represented in faith and beliefs, motivation for good and giving, ethics and values on the dependent variable represented by job performance.

Also, the t-test showed an acceptable significance level for each of the derived variables (0.00, 0.00, 0.02, 0.01) respectively, which is less than 0.05.

To investigate the effect of each of the independent variables (faith and beliefs, motivation for good and giving, ethics and values) on job

performance, an independent test was conducted for each of these variables separately.

- Hypothesis:** There is no statistically significant relationship between faith, beliefs and job performance achievement among employees of Al-Mabarrat Charitable Association.

*table 7 Results of relationship analysis Faith, beliefs and job fulfillment*

Model Summary					
Estimation error		R2 modification	Coefficient of determination R2	Correlation coefficient R	
0.37		0.4	0.44	0.66	
Analysis of variance					
Significance level	F value	medium	Degree of freedom	sum	prototype
0.00	35.98	4.98	1	4.98	Regression
		0.14	130	17.98	Error
			131	22.96	Total
Transactions					
Sig significance level	t-value	Transactions	Non-standard coefficients		prototype
		Beta	Standard deviation	B	
0.00	3.12		0.46	1.45	(Hard)
0.00	5.98	0.47	0.10	0.62	Faith and Beliefs

*Source: SPSS Statistical Program Outputs*

The table shows that the correlation coefficient (0.66) is an average positive correlation coefficient. This means that there is a relatively strong positive relationship between the two variables.

It was found that the coefficient of determination (0.44) That is, 44% of the variance between the dependent variable (functional performance) can be explained by the independent variable (faith and beliefs). This means that there are other factors that affect the dependent variable, in addition to the independent variable.

The F value was 35.98 with a significance level of 0.00 (level less than 0.05), which means that there is a significant effect of the independent variable on the dependent variable. That is, the existence of a statistically significant relationship between faith, beliefs and job performance in the institutions of Al-Mabarrat Association.

The t-test for the simple regression model also indicated a statistically significant relationship between these two variables where the significance level was 0.

These results can be explained by the equation of simple regression of faith, beliefs and functional performance as follows:

$$Y = 1.45 + 0.62 X1$$

**Note that:**

X1: The independent variable of faith and dogmas      Function variable represented by Y

- 2. Hypothesis:** There is no statistically significant relationship between motivation for good, giving and achieving job performance among employees of Al-Mabarrat Charitable Association.

*table 8 Results of the analysis of the relationship between Motivation for good, giving and achieving job performance*

Model Summary					
Estimation error		R2 modification	Coefficient of determination R2	Correlation coefficient R	
0.42		0.01	0.04	0.2	
Analysis of variance					
Significance level	F value	medium	Degree of freedom	sum	prototype
0.00	0.007	0.001	1	0.001	Regression
		0.18	130	22.96	Error
			131	22.96	Total
Transactions					
Sig significance level	t-value	Transactions	Non-standard coefficients		prototype
		Beta	Standard deviation	B	
0.00	11.01		0.38	4.19	(Hard)
0.00	0.084	0.007	0.08	0.007	Motivation for good and giving

Source: SPSS Statistical Program Outputs

The table shows that the correlation coefficient (0.2) is a weak positive correlation coefficient. This means that there is a positive relationship between the two variables, but not a strong one.

It was found that the coefficient of determination (0.04), i.e. only 4% of the variance between the dependent variable can be explained by the

independent variable. This means that there are other factors that affect the dependent variable, in addition to the independent variable.

The value of F was 0.007 with a significance level of 0.00 (level less than 0.05), which means that there is a significant (but weak) effect of the independent variable of motivation for good and giving on the dependent variable represented by achieving job performance. That is, there is a statistically significant relationship between motivation for good, giving and achieving job performance in the institutions of Al-Mabarrat Association.

The t-test for the simple regression model also indicated a statistically significant relationship between these two variables where the significance level was 0.

These results can be explained by the simple regression equation between motivation for goodness, giving and job performance as follows:

$$Y = 4.19 + 0.007 X_2$$

**Note that:**

X<sub>2</sub>: The independent variable of motivation for good and giving      Function variable represented by Y

**3. Hypothesis:** There is no statistically significant relationship between ethics, values and job performance achievement among employees of Al-Mabarrat Charitable Association.

*table 9 Results of relationship analysis Ethics, values and job performance*

Model Summary					
Estimation error		R2 modification	Coefficient of determination R2	Correlation coefficient R	
0.42		0.42	0.48	0.69	
Analysis of variance					
Significance level	F value	medium	Degree of freedom	sum	prototype
0.00	0.05	0.01	1	0.01	Regression
		0.18	130	22.95	Error
			131	22.96	Total
Transactions					
Sig significance level	t-value	Transactions	Non-standard coefficients		prototype
		Beta	Standard deviation	B	
0.00	14.05		0.31	4.29	(Hard)
0.00	-0.22	-0.02	0.07	-0.2	Ethics and values

Source: SPSS Statistical Program Outputs

The table shows that the correlation coefficient (0.69) is a relatively high positive correlation coefficient. This means that there is a strong positive relationship between the two variables.

It was found that the coefficient of determination (0.48), that is, 48% of the variance between the dependent variable can be explained by the independent variable. This means that there are other factors that affect the dependent variable, in addition to the independent variable.

The value of F was 0.05 with a significance level of 0.00 (level less than 0.05), which means that there is a significant effect of the independent variable represented by the dependent variable. That is, the existence of a statistically significant relationship between ethics, values and job performance in the institutions of Al-Mabarrat Association.

The t-test for the simple regression model also indicated a statistically significant relationship between these two variables where the significance level was 0.

These results can be explained by the equation of simple regression between ethics, values, and job performance as follows:

$$Y = 4.29 - 0.2 x_3$$

**Note that:**

X3: The independent variable of ethics and values      Function variable represented by Y

**Results of the study**

From the above, the following results were reached:

1. Based on the answers of the study sample, it can be said that the institutions of Al-Mabarrat Charitable Association have valuable religious scruples represented in the following dimensions: faith and beliefs, motivation for goodness and giving, and morals and values. Most of the answers were "OK" and "Strongly agree" on the existence of these dimensions.
2. The employee considers faith a source of inspiration and motivation to achieve professional goals, as 97.7% of the employees in the institutions of Al-Mabarrat Association were strongly agreeable and agreed.



3. The employee of the association believes that the existence of a religious relationship between colleagues at work positively affects interactions and working teams. In his work on the quality of service he provides, 97.7% of employees strongly agreed.
4. Also, 87.1% of employees strongly agreed that the employee believed that adherence to religious rituals positively affects effectiveness at work.
5. The employee of the association considers that ethics and values play an important role in determining the success path of Al-Mabarrat Charitable Association according to 95.4% of the employees, as their opinion was between agree and strongly agree.
6. The employee of the association also considers that motivation to give contributes to the development of his skills and personal abilities at work 96.2%, of the opinions of the employees of the association that were between agree and strongly agree.
7. Employees believe that working in a stimulating environment contributes to promoting positive interactions with colleagues, and a sense of social responsibility affects better decision-making in the context of work according to 99.2% and 98.5% of the opinion of the association's employees respectively.

### **Recommendations:**

- Strengthening the religious scruples of the employees of the institutions of Al-Mabarrat Charitable Association in its various dimensions (faith and beliefs, motivation for goodness and giving, morals and values ...).
- The necessity of a joint religious relationship between the employees of Al-Mabarrat Charitable Society because of the positive impact on the interaction of the work teams.
- Instilling a system of values and ethics among the employees of the association because of its role in determining the path of success for Al-Mabarrat Charitable Association.
- Maintaining a work environment that stimulates giving, which contributes to enhancing positive interaction between employees.

- Notifying the employees of the association of social responsibility, which affects making better decisions in the context of work.
- Work on the implementation of training programs aimed at developing relationships, social responsibility and love of giving to do good.

## References

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### Proposed studies:

- Conducting this study with its variables on other NGOs inside and outside Lebanon.
- Conducting studies that address other variables related to job performance.